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**THE RELATIONSHIP BETWEEN SALARY, BENEFITS AND CAREER
DEVELOPMENT WITH EMPLOYEE SATISFACTION IN GIATMARA
KEDAH**

By

AZIZULHAKIM BIN AZIZAN

818356



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telah mengemukakan kertas penyelidikan yang bertajuk
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Nama Penyelia Pertama : **PROF. MADYA DR. KAMAL BIN AB HAMID**
(Name of 1st Supervisor)

Tandatangan :
(Signature)

Nama Penyelia Kedua : **DR. SHAHRIZAL BIN BADLISHAH**
(Name of 2nd Supervisor)

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ABSTRACT

Employee satisfaction is the main factor of any turnover rate in any organization. With satisfied employees, it will be more easier to achieve organization goals or target. This research is to investigate factors of employee satisfaction for trainers of GIATMARA Kedah. The main purpose of the study is to prove the relationship between salary, benefits and career development with employee satisfaction. The study used quantitative method. The population of the study is the trainers of GIATMARA Kedah. The data collected through self-administered questionnaires from 90 trainers of GIATMARA Kedah selected by computerized random selection technique. The questionnaires were adapted from past researchers and the results showed positive relationship between salary, benefits and career development with employee satisfaction. The findings revealed that the trainers of GIATMARA Kedah are satisfied with their work in GIATMARA. This research provides better understanding on the employee satisfaction in GIATMARA Kedah and potential use of findings can be used by the organization as a reference for future research.

Keyword: employee satisfaction, salary, benefit, career development.

ABSTRAK

Kepuasan kakitangan merupakan factor utama kadar kakitangan berhenti didalam organisasi. Ia akan memudahkan organisasi mencapai matlamat atau target organisasi. Kertas kajian ini adalah untuk melihat faktor kepuasan pekerja bagi tenaga pengajar GIATMARA Kedah. Tujuan utama kajian ini adalah untuk membuktikan hubungan antara gaji, faedah dan pembangunan kerjaya mempunyai kesan langsung kepada kepuasan pekerja. Kajian ini dilakukan dengan kaedah kuantitatif. Populasi untuk kajian ini ditumpukan kepada kumpulan tenaga pengajar GIATMARA Negeri Kedah. Borang soal selidik ini telah diedarkan kepada 90 orang responden yang menjadi tenaga pengajar GIATMARA Kedah yang telah dipilih melalui pemilihan computer secara rawak. Data dikumpul melalui borang soal selidik yang disesuaikan dengan penyelidikan terdahulu dan hasilnya menunjukkan terdapat hubungan positif antara gaji, faedah dan pembangunan kerjaya dengan kepuasan pekerja. Ini menunjukkan bahawa tenaga pengajar GIATMARA Kedah berpuas hati dengan kerja mereka di GIATMARA. Kajian ini telah menyediakan penyelidikan untuk lebih memahami kepuasan pekerja di GIATMARA Kedah. Kajian ini juga boleh digunakan oleh organisasi sebagai rujukan untuk penyelidikan masa depan.

Kata kunci: kepuasan pekerja, gaji, kebajikan, pembangunan kerjaya.

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TABLE OF CONTENT

	Page
Abstract	i
Abstrak	ii
Acknowledgement	iii
Chapter 1- Introduction	1
Introduction	1
Background of study	1
Background of GIATMARA	2
Problem statements	4
Research Questions	5
Research objective	5
Significant of study	5
Chapter 2 - Literature Review	8
Introduction	8
Employee Satisfaction	8
Salary	11
Benefits	12
Career development	16
The Relationship Between Salary, Benefits & Career Development with Employee Satisfaction	20
Theories on Employees satisfactions	23
Theories Applied	26
Conceptual Framework	28
Chapter 3 - Research Methodology	
Introduction	30
Research methodology	30
Pilot Test	33
Questionnaires Design	34
Data Collecting Method	35
Data Analysis	35
Summary	35
Chapter 4 - Findings	
Introduction	36
Profile of respondent	36
Normality Test	37
Descriptive Test	38
Level of employee satisfaction and dimension	39
Reliability Analysis	39
Hypothesis	40
Summary	44
Chapter 5 - Discussion and Conclusion	
Introduction	43

Summary of Findings	43
Limitation of study	45
Recommendation for future study	46
Conclusions	47
Reference	48



LIST OF TABLES

	Page
Table 1.1 2017 Jon Happiness Index	4
Table 2.1 Definition of employee satisfaction	10
Table 3.1 Numbers of Trainers in GIATMARA Kedah	31
Table 3.2 Operational Definitions	32
Table 3.3 List of Questionnaires Adapted	33
Table 3.4 Result of Cronbach's Alpha	34
Table 4.1 Demographic Chart	37
Table 4.2 Frequency and Percentage by Length of Service	37
Table 4.3 Result of Normality Test	38
Table 4.4 Result Means and Standard Deviation	38
Table 4.5 Level of Employee satisfaction	39
Table 4.6 Reliability Analysis Result	40
Table 4.7 Relations between salary and employee satisfaction	41
Table 4.8 Relations between benefits and employee satisfaction	41
Table 4.9 Relations between career development and employee satisfaction	41

LIST OF FIGURES

	Page
Figure 1 Maslow's Hierarchy of Needs Theory	25
Figure 2 Conceptual Framework	27



CHAPTER 1

1.1 Introduction

The level of satisfaction among employees is an important factor in an organization and plays the role of the main motivator in the work place (Yusof, 2014). Employee's satisfaction is a term that describes employees as happy, contented, fulfilling their desires and work needs. Each person achieves satisfaction in different ways. This is because each individual has different intentions and goals towards themselves and the organization. An employee with high satisfaction towards the organization will normally produce good quality work and high productivity. Dissatisfied employees will show negative behavior and will end up not achieving the organization's goal and productivity targets. This bad attitude will not just affect the productivity of the organization but will also impact the performance of the employee. Employee's satisfaction also depends on many factors; salary, benefits, career developments, work environment, leadership, colleagues, security, flexibility and many more. Not only that, it will also increase loyalty towards the organization. Therefore, the satisfaction level of workers is really important for every company or organization because satisfied employees will contribute to the company's effectiveness and success (Unutmaz, 2014).

1.2 Background of Study

Generally, factors influencing employee satisfaction are difficult to justify because it is very subjective and is a value that comes from the individual themselves. Each employee will achieve their satisfaction in their own personal way (Hai, 2017). Employee's satisfaction will increase productivity and will minimize the start of negative behavior and attitude towards the organization. Satisfied employees

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